

EXHIBIT 1

Backpay, Benefits and Interest Calculation*McClinton v. Capstone*

Year & Month	Backpay Base Rate	Benefits [(\$455.33 * 26 pay periods/yr) / 12 mths]	Gross Backpay w/o Interest	Mitigation	Cumulative Backpay w/o Interest	Interest Rate	Monthly Interest Rate (Interest Rate / 12 mths)	Interest this Month	Cumulative Backpay Interest
2019 Jan	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.00%	\$0.00	\$0.00
Feb	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.00%	\$0.00	\$0.00
Mar	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.00%	\$0.00	\$0.00
Apr (terminated)	\$1,161.29	\$291.91	\$1,453.20	\$0.00	\$1,453.20	6.0%	0.50%	\$0.00	\$1,453.20
May	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$6,364.47	6.0%	0.50%	\$31.82	\$6,396.29
June	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$11,275.74	6.0%	0.50%	\$56.54	\$11,364.10
July	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$16,187.01	5.0%	0.42%	\$67.81	\$16,343.18
Aug	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$21,098.28	5.0%	0.42%	\$88.56	\$21,343.01
Sept	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$26,009.55	5.0%	0.42%	\$109.39	\$26,363.67
Oct	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$30,920.82	5.0%	0.42%	\$130.31	\$31,405.26
Nov	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$35,832.09	5.0%	0.42%	\$151.32	\$36,467.85
Dec	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$40,743.36	5.0%	0.42%	\$172.41	\$41,551.53
2020 Jan	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$45,654.63	5.0%	0.42%	\$193.59	\$46,656.39
Feb	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$50,565.90	5.0%	0.42%	\$214.87	\$51,782.53
Mar	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$55,477.17	5.0%	0.42%	\$236.22	\$56,930.02
Apr	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$60,388.44	5.0%	0.42%	\$257.67	\$62,098.97
May	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$65,299.71	5.0%	0.42%	\$279.21	\$67,289.44
June	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$70,210.98	5.0%	0.42%	\$300.84	\$72,501.55
July	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$75,122.25	3.0%	0.25%	\$193.53	\$77,606.35
Aug	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$80,033.52	3.0%	0.25%	\$206.29	\$82,723.92
Sept	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$84,944.79	3.0%	0.25%	\$219.09	\$87,854.28
Oct	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$89,856.06	3.0%	0.25%	\$231.91	\$92,997.46
Nov	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$94,767.33	3.0%	0.25%	\$244.77	\$98,153.50

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Dec	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$99,678.60	3.0%	0.25%	\$257.66	\$103,322.43
2021 Jan	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$104,589.87	3.0%	0.25%	\$270.58	\$108,504.29
Feb	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$109,501.14	3.0%	0.25%	\$283.54	\$113,699.10
Mar	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$114,412.41	3.0%	0.25%	\$296.53	\$118,906.89
Apr	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$119,323.68	3.0%	0.25%	\$309.55	\$124,127.71
May	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$124,234.95	3.0%	0.25%	\$322.60	\$129,361.57
June	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$129,146.22	3.0%	0.25%	\$335.68	\$134,608.53
July	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$134,057.49	3.0%	0.25%	\$348.80	\$139,868.60
Aug	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$138,968.76	3.0%	0.25%	\$361.95	\$145,141.82
Sept	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$143,880.03	3.0%	0.25%	\$375.13	\$150,428.22
Oct	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$148,791.30	3.0%	0.25%	\$388.35	\$155,727.84
Nov	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$153,702.57	3.0%	0.25%	\$401.60	\$161,040.71
Dec	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$158,613.84	3.0%	0.25%	\$414.88	\$166,366.86
2022 Jan	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$163,525.11	3.0%	0.25%	\$428.20	\$171,706.32
Feb	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$168,436.38	3.0%	0.25%	\$441.54	\$177,059.13
Mar	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$173,347.65	3.0%	0.25%	\$454.93	\$182,425.33
Apr	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$178,258.92	4.0%	0.33%	\$624.46	\$187,961.06
May	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$183,170.19	4.0%	0.33%	\$642.91	\$193,515.23
June	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$188,081.46	4.0%	0.33%	\$661.42	\$199,087.93
July	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$192,992.73	5.0%	0.42%	\$850.00	\$204,849.19
Aug	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$197,904.00	5.0%	0.42%	\$874.00	\$210,634.46
Sept	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$202,815.27	5.0%	0.42%	\$898.11	\$216,443.84
Oct	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$207,726.54	6.0%	0.50%	\$1,106.78	\$222,461.89
Nov	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$212,637.81	6.0%	0.50%	\$1,136.87	\$228,510.02
Dec	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$217,549.08	6.0%	0.50%	\$1,167.11	\$234,588.40
2023 Jan	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$222,460.35	7.0%	0.58%	\$1,397.08	\$240,896.75
Feb	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$227,371.62	7.0%	0.58%	\$1,433.88	\$247,241.90

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Mar	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$232,282.89	7.0%	0.58%	\$1,470.89	\$253,624.06
Apr	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$237,194.16	7.0%	0.58%	\$1,508.12	\$260,043.46
May	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$242,105.43	7.0%	0.58%	\$1,545.57	\$266,500.30
June	\$3,924.72	\$986.55	\$4,911.27	\$0.00	\$247,016.70	7.0%	0.58%	\$1,583.23	\$272,994.80

Gross Lost Wages: Mr. McCinton's annual salary in April of 2019 with Capstone was \$47,096.66. He was paid bi-weekly or 26 times per year. The evidence will show that the value of McClinton's benefits package from Capstone was \$455.33 per paycheck.

Interest Rate: The interest rate is the interest rate used by the NLRB to calculate interest on backpay and other monetary remedies:
<https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/interest-rates-used-for-computation-of-back-pay/>
 The interest rate is per annum. Thus it is divided by 12 for each month in the "Interest per Month" column.